Prior Service Recruiting

2004 Operational Sponsor Training Conference
19-21 Oct 04

Agenda

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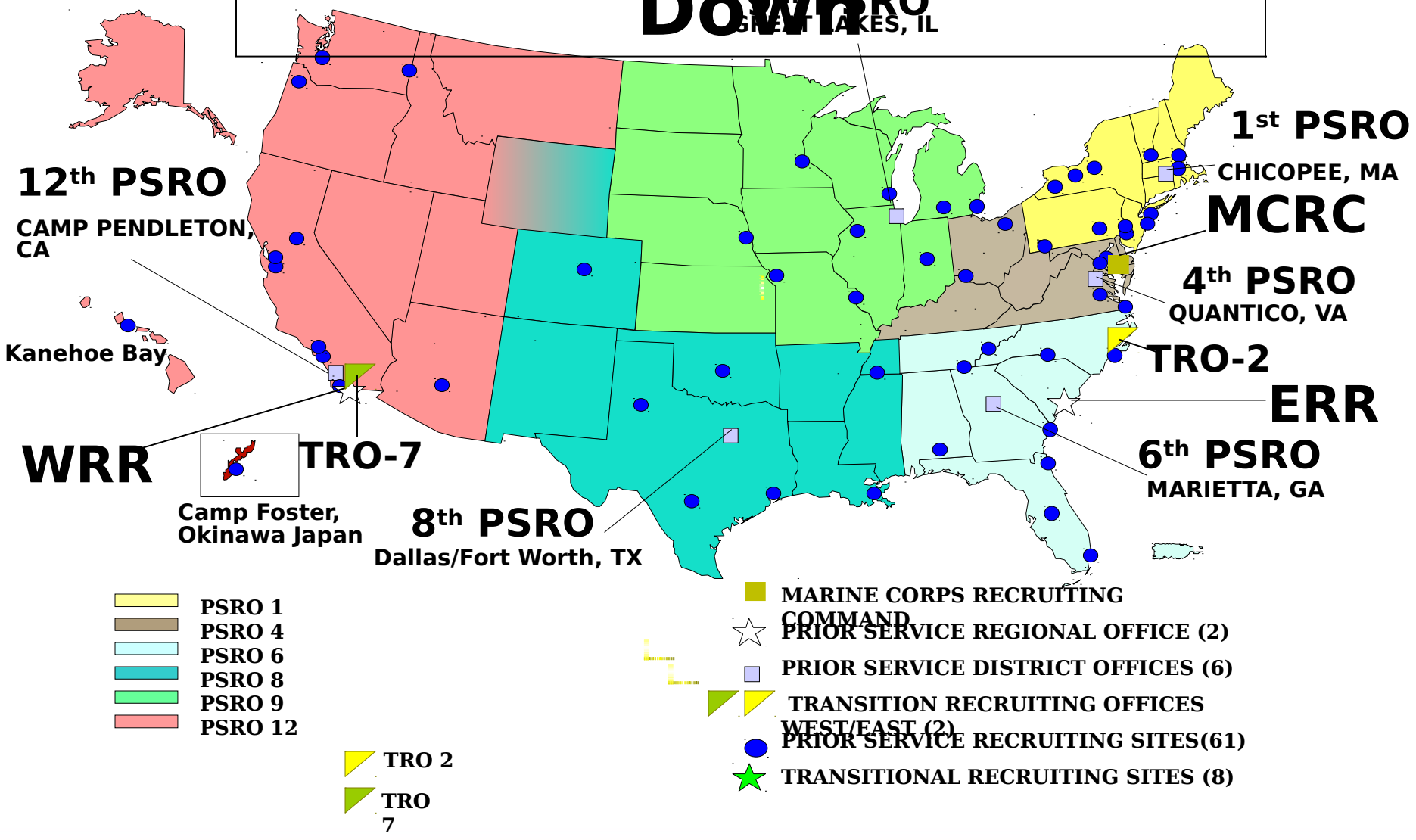
PSR MISSION

- **To recruit Prior Service Marines for SMCR units, IMA Detachments, and the AR program**
- **To brief all separating Marines on Reserve Obligations and Opportunities within the Marine Corps Reserve**
- **Upon mobilization - augment designated Marine Reserve Training Centers/Mobilization Processing**

PSR STRUCTURE

	T/O	O/H
Officers:	11	10
Career Recruiters	40	36
Recruiters	92	87
Admin Staff	11	9
Ops Clerks	6	6
Totals	11/149	10/138

TRO and PSRO Lay Down



Points of Contact
PSR, MCRC

- Marine Corps Recruiting Command
  - Head PSR, LtCol Martin (703) 432-9941
  - PSR Ops Chief MGySgt Martinez X 9654
  - PSR Admin Chief GySgt Howard X 9655
  - PSR Admin Clerk Cpl Kunphaet X 9635

- Prior Service Recruiting District Offices
  - PSRO 1 (888)459-8762 LtCol Sennett MGySgt Granger
  - PSRO 4 (800)488-1285 LtCol Rapp MSgt Farr
  - PSRO 6 (800)257-8762 LtCol Rooks MSgt Haskett
  - PSRO 8 (800)722-8762 LtCol Ingalls MGySgt Valenzuela
  - PSRO 9 (800)371-0632 LtCol Vaaler MSgt Maristch
  - PSRO 12 (760)430-0791 Vacant MGySgt Pearn
  - TRO 2 (910)451-2749 Maj Malone MSgt Mizell
  - TRO 7 (760)725-4158 Maj Corchuelo MSgt Henderson

Recruiting Methodology

- Global Join Approach
- Inter-Unit Transfers through PSRs
- IMA mission pulls from the same demographic used to support SMCR mission

Targeted Recruiting Population

- **Officer: FY04**

	Total Released	Disch	Resigned	Retire	Other	Targeted	Unqualified
Act	840**	82*	242	226	8**	282	558

* Discharges include officers passed over twice and legal reasons

**Release are officers that have been released from active duty on EAS

***Category includes deaths and inter-service transfers

- **Enlisted:**

	FY02		FY03	FY04	
– Marines Departing Active Duty			35,179	34,303	31,412
– Unqualified Marines		16,564	14,507	14,549	
• Targeted	18,615	19,796		16,863	

IMA Affiliations

- Two different ways to affiliate with an IMA DET
  - Inter-unit Transfers
    - Involves only the losing unit, gaining unit, PSR, and the Marine
    - PSR is the conduit and serves as a facilitator in this process
  - Joining from the IRR/MTU
    - PSR qualifies Marine Physically, Morally and Professionally
    - IMA application and endorsement to the Operational Sponsor
    - Completed join package with IMA approval endorsement to MOBCOM

IMA Recruiting Efforts

- **Prior Service Recruiting Support**
  - You are the Customer
    - Know who is your supporting Prior Service Recruiter
  - Automated Leads Management and Reporting System
    - Capable of specific searches to support your requirements
    - PSR can prospect to specific BMOS requirements
  - Accession Packages
    - **Qualified Physically, Morally, and Professionally**
  - IMA Applications and Endorsements
    - Part of the join package submitted to MOBCOM
    - Submitted to MOBCOM by your supporting PSR

FY04 PSR RECRUITING RESULTS

Mission	Adjusted	Attained		
• SMCR Unit Officer	451	432	520	
• SMCR Unit Enlisted	1772	1768	1,876	
• IMA Officer	266	281	332	
• IMA Enlisted	150	158	187	
• Total	2,639	2,639	2,915	

IMA (Individual Mobilization Augmentee)

Note: SMCR Officer (73) and Enlisted (160) Attainment includes (233) MOB QSNs.

IMA Recruiting Results For FY 03 and FY 04

	FY 03	FY04
Officer:	164	332
Enlisted	115	187
TOTAL:	279	519

FY05 PSR MISSION

	Officer	Enlisted	Total
• SMCR Unit 2,581	333	2,248	
• IMA	347	204	551
• AR**	0	0	0
• Total	680	2,452	3,132

IMA – Individual Mobilization Augmentee

AR – Active Reserve

** Active Reserve accessions are solely by a selection board process handled by Reserve Affairs. Transitional Recruiters solicit and assist Marines in submitting packages to the AR boards.

PSR FY05 CHALLENGES

- IMA Mission
  - Maintain visibility of vacant billets
  - Minimize/eliminate shifting of compensated billets
- Continued Implementation of ALMRS
  - Training
  - Upgrades

FY05 PRIORITIES

- Work with MOBCOM and Op Sponsors to identify rqmts
- Develop a method to maintain visibility of vacant billets
- Develop policy that minimizes/eliminates the shifting of compensated billets
- Develop a vetted process for re-designating compensated billets
- Continue enhancement and upgrade of Automated Leads Management Reporting System (ALMRS)

Questions?